
HUMAN RELATIONS

Mission:

To improve race and human relations in the City of Durham by working to eliminate discrimination in the areas of employment, housing and public accommodations. To prioritize community outreach and educational activities to meet the needs of our citizens.

PROGRAM DESCRIPTIONS

Human Relations

Non-Grant \$455,497

8 FTEs

Grants \$127,500

1 FTE

Fair Housing Program

The Human Relations Department administers the City's Fair Housing Ordinance. The Fair Housing Program is responsible for enforcing City and Federal Fair Housing Laws, processing alleged cases of housing discrimination and conducting education and training on fair housing issues. The Fair Housing Ordinance of the City of Durham is equivalent to federal civil rights law. This enables the Department to contract with the U.S. Department of Housing and Urban Development and as a result receive federal funding for processing housing complaints and conducting education and outreach.

Mediation Program

The Mediation Program is a new program that provides complaint resolution through collaboration and cooperation at no cost to the participants. Mediation is a voluntary, confidential process that uses certified mediators on staff to assist citizens in resolving disputes in the areas of employment, housing and public accommodations.

Community Relations

The Human Relations Department develops and fosters programs aimed at addressing and improving human relations in Durham. Community Relations deals primarily with efforts to enhance racial and cultural relations to create a greater level of harmony in the community. The department seeks out and addresses community-related issues and problems and utilizes the media to promote and generate a message to the community that good human relations are beneficial from a social and economic perspective.

Education and Training

Education and Training provides relevant information/training to employers, housing industry representatives, city employees and residents concerning their rights and responsibilities under the City's Fair Housing Ordinance and related civil rights laws.

RESOURCE ALLOCATION

	Actual FY 2003-04	Adopted FY 2004-05	Estimated FY 2004-05	Adopted FY 2005-06	Change
<i>Non-Grant</i>					
Appropriations					
Personal Services	\$ 333,947	\$ 347,390	\$ 345,673	\$ 435,817	25.5%
Operating	13,291	21,487	16,341	19,680	-8.4%
Total Appropriations	\$ 347,238	\$ 368,877	\$ 362,014	\$ 455,497	23.5%
Full Time Equivalents	6	6.5	6.5	8	1.5
Part Time	1	1	1	-	(1)
Revenues					
Discretionary Program	\$ 347,238	\$ 368,877	\$ 362,014	\$ 455,497	23.5%
	-	-	-	-	-
Total Revenues	\$ 347,238	\$ 368,877	\$ 362,014	\$ 455,497	23.5%
<i>Grants</i>					
Personal Services	\$ 107,370	\$ 77,448	\$ 96,115	\$ 46,752	-39.6%
Operating	81,710	62,000	68,291	80,748	30.2%
Total Appropriations	\$ 189,080	\$ 139,448	\$ 164,406	\$ 127,500	-8.6%
Full Time Equivalents	3	1.5	1.5	1	(0.5)
Part Time	-	-	-	-	-
Revenues					
Program - HUD	\$ 124,524	\$ 139,448	\$ 136,288	\$ 127,500	-8.6%
Program - EEOC	64,556	-	28,118	-	-
Total Revenues	\$ 189,080	\$ 139,448	\$ 164,406	\$ 127,500	-8.6%
Total Budget	\$ 536,318	\$ 508,325	\$ 526,420	\$ 582,997	14.7%

BUDGET ISSUES FOR FY 2005-06

The HUD grant funding for Partnership Initiative (PI) Grants was reduced this year due to a nationwide decrease in the amount of funding for PI Grants. Last year's grant was \$150,000 and this year the funding was reduced to \$50,000. Fair housing education, training and outreach will be conducted, however money was not allocated to fund salaries from this grant as the department did during FY 2004-05.

UNFUNDED OR UNDERFUNDED ITEMS

- ADA operating expenses \$22,400

COMPLETED INITIATIVES FOR FY 2004-2005

- Human Relations Month Celebration
- Human Rights Day
- Brown v. Board of Education Forum
- Fair Housing Seminar for Landlords/Property Managers (Human Relations Housing Workshop)
- Spanish Fair Housing Outreach
- Spanish Language Radio Program
- Domestic Violence Forum
- City Employee Diversity Council
- Durham Job-Link Centers - Satellite Offices (Outreach Services)
- Employment/Mediation Seminar
- Youth Summit

MAJOR INITIATIVES FOR FY 2005-2006

- Assessment of City's ADA needs with new FTE
- Expand outreach, training and enforcement in the area of Fair Housing through Fair Housing Partnership activities
- Mayor's Hispanic/Latino Initiative
- Human Relations Month Celebration
- Spanish Fair Housing Workshop
- Domestic Violence Forum
- City Employee Diversity Council
- Durham Job-Link Centers - Satellite Offices (Outreach Services)
- Human Relations Housing Workshop
- Employment/Mediation Seminar
- Youth Summit

GOALS, OBJECTIVES & STRATEGIES FOR FY 2005-2006

Mediation Program

GOAL: *To provide a neutral, impartial process to mediate citizen disputes utilizing the alternate dispute resolution method.*

OBJECTIVE: To resolve disputes in the areas of employment, housing and public accommodations.

STRATEGY: Successfully bring together 30 complainants and respondents to attempt to mediate disputes.

MEASURE:	Actual FY 2004	Adopted FY 2005	Estimated FY 2005	Adopted FY 2006
Number of successful mediations	0	30	30	30

Fair Housing Program

GOAL: *To improve the quality of life by ensuring the availability of and access to fair housing for every resident.*

OBJECTIVE: To continue to process housing discrimination complaints in a timely manner as mandated by the Fair Housing Ordinance.

STRATEGY: Continue to provide training for the staff and to monitor the caseloads/processing times.

MEASURE:	Actual FY 2004	Adopted FY 2005	Estimated FY 2005	Adopted FY 2006
Average number of days to process a housing case.	87	90	90	90

Community Relations

GOAL: To enhance the residents of Durham understanding of diversity relating to race and cultural relations by planning and conducting community-based programs and disseminating information.

OBJECTIVE: To increase resident participation in the year-round activities and programs organized by the department by 10%.

STRATEGY: Work with community groups, businesses, governmental agencies, schools and other groups to develop and promote the activities or programs.

MEASURE:	Actual FY 2004	Adopted FY 2005	Estimated FY 2005	Adopted FY 2006
% increase of event attendees	20%	10%	15%	20%

Hispanic/Latino Community Relations

GOAL: To enhance the Hispanic/Latino residents of Durham understanding of diversity relating to race and cultural relations by planning and conducting community-based programs and disseminating information. To increase the Hispanic/Latino residents of Durham knowledge of their rights in the areas of employment, public accommodations and Fair Housing.

OBJECTIVES: To provide Fair Housing outreach for 500 Hispanic/Latino residents in the year-round activities and programs organized by the department. To reduce discrimination against Hispanic/Latino residents in the areas of Fair Housing, employment and public accommodations by providing supportive services for 100 Hispanic/Latino residents.

STRATEGIES: Work with community groups, businesses, governmental agencies, schools and other groups to develop and promote the activities or programs. Create and disseminate audio and visual material in Spanish to promote the programs and activities organized by the department.

MEASURE:	Actual FY 2004	Adopted FY 2005	Estimated FY 2005	Adopted FY 2006
Number of residents being reached by outreach activities (Hispanic)	N/A	N/A	N/A	500
Number of residents receiving supportive services (Hispanic)	N/A	N/A	N/A	300

Education and Training

GOAL: To provide education and training to employees, citizens and housing industry representatives about specific civil rights law issues.

OBJECTIVE: To maintain the number of sessions and the amount of participants trained in the area of fair housing.

STRATEGY: Educate and train citizens and housing industry representatives regarding Fair Housing Laws and conduct Fair Housing Law Sessions.

MEASURE:	Actual FY 2004	Adopted FY 2005	Estimated FY 2005	Adopted FY 2006
Number of participants	1000	1000	1000	1000